



# PREVENTING GLOBAL HR ISSUES FOR A BETTER FUTURE FOR THE WORLD

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## ABSTRACT

Today's organizations are part of a technologically changing global village. There has been a massive paradigm shift in the way we work, interact and perceive. This pushes HR departments to broaden their horizons to acquire top talent. Strategic management that involves developing and supporting people and creating a positive work environment is known as human resource management. Although their responsibilities vary by organization and industry, they generally include recruitment, compensation and benefits, training and development, and managing employee relations.

**KEY WORDS:** Global, Culture, Human Resource, People, Value, etc.

## PRELUDE

It's also about teamwork and a continuous team development process. Challenges for HR Managers in India Selecting a Skilled Work force to Hire By 2023, companies will struggle to find talent due to a tight labour market. This leads to human resource management issues as it forces managers to be more thorough in their hiring practices and employee screening to ensure that only the best candidates are hired, by having a hiring process that matches candidates with a wider pool of people. Judges alleviate this problem. Problem to some extent. The organization's vision, goals and code of ethics. Challenges of working closely within a team when the team is spread all over the world. Managing a virtual workforce is quite a daunting task. There is a big difference between a physical office space and a virtual office space. Teams need to go the extra mile to maintain professional relationships

### Diversity Management

Many cultures are highly valued in the business world. The challenges of human resource management are exacerbated by the ideological divide it brings to organizations. Increased diversity creates a host of HR issues for HR departments, including cultural biases, differing perspectives, and identity clashes. Promoting diverse leadership and encouraging managers and employees to respect cultural differences and promote inclusion can help alleviate the challenges of diversity.

### Staff Retention

Staff retention will be significantly affected by tight labor markets. Employees may have options with better benefits and compensation. Therefore, it is difficult for HRM to retain employees. Dedicated employee development initiatives can help companies increase employee engagement and earn their trust, loyalty and retention.

### Employee Wellness

A study found that physically fit employees are 67% more likely to be engaged at work. This highlights the value of a healthy workforce in running and growing a business. But maintaining a healthy workforce can be difficult in a post-pandemic environment. In a work-from-home society, there are growing concerns about work-life imbalance and work-related stress. To address this, HRM can provide advice, be flexible with deadlines and develop policies to support working families. These programs can increase employee satisfaction, which can lead to business expansion.



<https://www.personneltoday.com/hr/global-hr-five-key-issues-when-harmonising-employment-law/>

### **Technological Advances**

In a technology-driven business environment, human resource issues arise with every new technology. Retraining and developing employees is a challenge for managers. For companies, continuous training is time-consuming and costly. In this sense, companies can use online certification courses and e-learning programs to train their employees in new technologies in the most efficient and cost-effective way possible. This will give businesses a competitive edge and give employees the time and convenience to master new technologies.

The business environment is constantly changing, which brings new challenges in terms of human resources management. Developing and maintaining an organization's human capital has become a challenge for managers due to telecommuting, technological improvements and a competitive job market. Human resource management is increasingly challenged by issues of employee retention, talent acquisition and employee benefits. However, these issues can be overcome through the strategic use of planning, mentoring, consulting and training. HR leaders must be prepared to put these strategies into practice and overcome HR challenges to achieve their unique business goals for 2023.

### **Global companies face growing obstacles**

Companies that expand internationally may encounter international HR issues due to cultural differences, time zones and non-compliance with labour laws. To manage people around the world, HR managers need to be excellent communicators and designers of strategic management systems. Using centralized HR solutions such as People Spheres to enable remote collaboration, communication and engagement among global employees is one way to achieve this. A plan will make HR management manageable, facilitate all HR tasks and provide access to strategic Human Resource.

### **Time and Geographic Shifts**

Keeping abreast of news and business events when working with overseas departments and employees can be a challenge as one side of the world is awake and the other is asleep. That's why the success of a global business depends on a strong and cohesive HR team. Regardless of location or time, HR professionals need to ensure that all employees have the tools and training they need to succeed in your business. When hiring foreign workers, it is imperative to be more aware of deadlines and assign tasks with the possibility that communication can negatively impact deadlines. This requires a more strategic HR-focused approach, such as focusing on feedback from real people in the country. Increasing professional contact with the various countries operates will improve employee performance, as additional opinions from people with first-hand experience will be discussed.



### **Cultural Differences**

Since multinational companies employ people from all over the world, your employees will face many cultural differences, including those related to language, race, and ethical standards. Understanding the different cultures of the many countries in which your business operates is essential. When employees feel unwelcome and mistreated, employee retention and satisfaction plummet, this can lead to broader HR issues. When working with international employees are always be able to understand how to engage diverse employees and negotiate cultural norms through constant research and observation of employee reactions to company actions.

This can range from understanding the organization of work to how new employees are hired in this country. Make sure that the HR department is aware of the many international HR issues that can arise in performance management and employee development in business grows and recruits new talent around the world. Differences in time and culture can lead to various global HR issues such as violating local employment laws, promoting a healthy work environment, enforcing ethical HR policies, managing a labour- global workforce and the development of international talent.

### **Violations of Local Labour Laws**

Global employment regulations are a problem in international human resources management and your human resources department should be prepared. Before hiring outside of your company's normal places of operation, make sure that the human resources department is aware of the latest local labour regulations in that particular country. Failure to comply with the law can damage your company's reputation and the brand of employees. As labour regulations vary from country to country, it is important to keep up to date with the latest developments in human resources around the world.

### **Building a Healthy Workplace**

One of the biggest global issues facing HR managers is creating a good remote work environment. It can be difficult to motivate a group of people to achieve organizational goals and create real connections between departments. If work environment issues aren't resolved before teams are formed around the world, the organization's efficiency and retention rates will be severely impacted. But set up a productive remote work environment remotely, the company should strive to set aside time for team building events, hold annual team building events, promote participation, and focus on employee demands. Remember that your employees are the foundation of business; treat them well and they will rewards.

### **Administer Fair and Respectable Rules**

As the company's workplace becomes more international, your HR department will need to become familiar with various cultural ethics. As with labour regulations, ethical standards vary from country to country. Data, privacy and compensation can be important global ethical issues to be aware of. With training, these potential issues with global HR can be easily resolved. International business ethics training for all employees is essential, as ignorance can harm the company's brand and overseas relationships.

Equal employment is another law that must be followed everywhere. Anyone working in HR should consider this as their goal when hiring employees or providing any HR service. Keep a brochure with the most important employment regulations and policies in the countries you want to further promote in the organization. Make sure employees are aware of the availability of any employee assistance.

### **Talent rain and development**

As your organization expands overseas, your company's workforce will increase, requiring the development of organizational leadership. If HR department is ready, then digitally manage the broader talent pool. When HR systems are overloaded, training and skills gaps can easily be overlooked or mismanaged.

Stay on top of training and development with a unified HR platform that connects all your learning management systems. Make sure that the recruiters are proficient in sourcing foreign candidates and have the cultural understanding to continue hiring new employees with the necessary qualifications for years to come. With the help of talent management, candidate discouragement can be avoided and a smooth on boarding process can be ensured.

### **International People Management**

When a business expands internationally, new employees are likely to live in a different time zone than yours and speak a different language. Both of these issues can lead to miscommunication, the biggest HR problem in the world. Communication is the main key when working domestically or abroad. With more and more people working remotely, might not have the chance to see the colleagues for months. Therefore, building relationships



is also a challenge. A centralized HR system that connects employees around the world can help achieve this goal by fostering collaboration and productivity. To ensure everyone is aligned with the organizational change, team members should strive to document their work, communicate with other team members, and meet regularly.

### FINDINGS

- (i) HR departments need to be aware of the importance of global HR issues, the potential consequences of non-compliance with foreign labour regulations and the lack of cultural sensitivity of employees. While it's hard enough to expand your business internationally, The company can avoid international HR headaches by giving right HR team the tools they need to succeed.
- (ii) Using a common HR platform to connect your employees, wherever they are, is one of the easiest ways to resolve any communication or ethics issues before they arise. When choosing an HR platform, consider a mobile-friendly system, a central notification centre, and a smooth user experience. By using an HR platform like People Spheres can improve communication, collaboration, and independence for international teams.
- (iii) With this innovative HR management, consolidate all your data on a single platform, save time and avoid data entry. Information to the cloud, get rid of all HR-related documentation, and simplify all redundant HR operations, from payroll to recruiting.
- (iv) Job satisfaction is a motivating factor for most employees. While ensuring that they have a seamless experience, they must also constantly educate themselves with the latest knowledge and information to overcome challenges that the industry may face in the near future.

### CONCLUSION

Compliance with the law, ethics and cultural sensitivity should be the top priority of any expatriate HR professional. When doing business internationally, ensure the team is equipped to deal with foreign labour laws, virtual work environments, ethics and promotion of foreign talent, cultural differences and more. Again, Make sure your company has an equal employment opportunity policy. In response to a growing global economy and the shift from production orientation to knowledge and service orientation, organizations are looking for more and more ways to offer greater flexibility to remaining competitive. HR departments need to use technology solutions that enable dispersed employees to collaborate globally.

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